

Diversity, Equality and Inclusion at IRC

Strategy Document Summary



VISION

At the IRC, our diverse clients, partners, and staff have the power, voice, and agency to shape programs and operations. Within the IRC, we actively work to end all forms of systemic discrimination and foster an inclusive working environment where everyone feels respected, heard, valued, and supported. Our programs seek to reduce disparities in outcomes which are driven by systemic inequality.

GUIDING PRINCIPLES

Client centered
Intersectionality
Decoloniality
Accountability
Engagement

	WHO WE ARE	WHAT WE DO	WHAT WE SAY & HOW WE ENGAGE
PILLARS	<i>Inclusive organizational culture where diversity is championed and represented at all levels; zero tolerance for discrimination, harassment, bullying, and retaliation in any form.</i>	<i>Program design and delivery maximizes power for communities we serve through effective collaboration with clients, partners, and staff; equal outcomes for diverse populations.</i>	<i>Staff have equal access to internal communications; external engagement illustrates the resilience of the people we serve and is informed by clients, staff, and partners.</i>
OBJECTIVES	<ul style="list-style-type: none"> ▪ Equitable compensation & benefits for staff ▪ Diverse leadership reflecting the people we serve and places we work ▪ Inclusive organizational culture 	<ul style="list-style-type: none"> ▪ Tools/frameworks to mainstream DEI in program design and delivery ▪ Intersectional context analysis skills/tools to engage clients, partners & staff in programming decisions 	<ul style="list-style-type: none"> ▪ Inclusive & equitable internal communication ▪ External communications better reflect resilience and lived experiences of people we work with ▪ External engagement decisions center on client needs
LINKS TO S100 / OTHER IRC TEAMS	<i>Covered by Diversity Ambition; partnership with HR and others</i>	<i>Covered by CRRD and RAI program-related ambitions; partnership with program offices</i>	<i>Not explicit in Strategy100; partnership with External Relations & program offices</i>

NEXT STEPS: PROCESS

- The next step will be the creation of the new and permanent Gender, Equality, Diversity, and Inclusion (GEDI) Unit. Working closely together with the newly established DEI Council, key departments, and region, the unified GE and DEI Unit will inform and contribute to implementation plans putting in to practice IRC's Gender, Equality, Diversity and Inclusion aspirations.
- The IRC Demographic Survey will help us understand people's experiences across a variety of dimensions including the perspectives of our LGBTQI+ colleagues as well as those with disabilities to inform specific actions to foster inclusion for diverse group of staff.

NEXT STEPS: IMMEDIATE PRIORITIES

There is important work that can move forward in parallel with the development of the Action Plan, including:

- **Who We Are:** External HR Equity Audit; development of leadership diversity goals; development of DEI training and learning opportunities
- **What We Do:** GE & DEI conceptual framework to inform development of new/revised programming guidance through S100
- **What We Say & How We Engage:** Investment in translation resources; guidance for internal and external communications.